

## **GENERAL FACULTY MEETING**

### **May 1, 2018**

#### **1. Call to Order.**

PRESIDENT PASTIDES called the meeting to order.

#### **2. Approval of Minutes.**

PRESIDENT PASTIDES- asked for corrections to the minutes of the General Faculty meeting that took place on the sixth of September. There were no corrections and the minutes were approved.

#### **3. Report of the President.**

PRESIDENT PASTIDES- reported that the University will have thirteen commencement ceremonies on eight campuses, beginning Friday at USC Salkehatchie and then moving on to USC Beaufort. The following day will be USC Lancaster and USC Union and it will culminate with five ceremonies in Columbia over May 11 and 12, Friday and Saturday, with three commencements for undergraduates at the Colonia Life Arena and a commencement as well for doctoral recipients at the Koger Center. There will also be ceremonies for the Law School and for the two medical schools on May 11<sup>th</sup> and May 12<sup>th</sup>. USC will confer the largest number of degrees in its history, 6,780 from Columbia, and all together throughout the system 8,445 degrees.

USC has had another very strong year, with respect to national fellowships that have been won mainly by the graduating seniors and some alumni as well. Notification has been received that 73 such significant and distinguished awards have been earned, accumulating to over \$2,200,000 in terms of awards, usually for graduate study but also for career advancement. Highlights include Casey Brayton who is USC's ninth Truman Scholar. They provide only fifty-nine per year around the country, so it's a big deal for any university to have a Truman Scholar. Brayton attended Irmo High School and the Honors College and she is also an Udall Scholar, an NSF scholar, a NOAA Hollings scholar, a Lieber scholar and a Palmetto Fellow and a Goldwater Scholar. That's quite a young woman and without the Honors College and without the Carolina Scholar scholarship Casey told Pastides explicitly she would not have gone to USC. She said she would have gone to either Harvard, Yale or Princeton, as she was accepted into all of them.

Victor Madormo is USC's other Goldwater Scholar for this year and this is USC's twenty-sixth year in a row with at least one Goldwater Scholar and all but one of those have been Honors College students. Ryan Geyser, a recent alumnus is USC's second Gates Cambridge scholar and will pursue his Doctor of Philosophy in Chemistry at Cambridge University. Four students were selected as Boren Scholars. These are foreign language national security oriented students; two of them will be participating in Asian Universities, one will be studying Hindi and one will be studying Urdu. For seventeen consecutive years USC has had one or more Fulbright student awardees and there are seven that they know of so far, they're not all closed yet. There are four

that have been awarded and three alternate who he hopes will be eventually given a Fulbright and other awards. One for international study includes the German program, the DAAD fellowship and also the Gilman scholarship. Four additional seniors, one an NSF graduate research fellowship, they're all in the College of Arts and Sciences and in the Honors College. They'll be studying biomedical engineering and related or other disciplines.

The new class of freshman and transfer students should be the most academically talented class in the history of the university if you look at SAT or ACT accomplishment. It's tracking to be close to the largest incoming class but not much different than last year. Last year the yield was higher than anticipated and it resulted in roughly 5,850 students. It should not be any bigger than that this year. The target number is 5,800 and it is also the largest application class in history with somewhere close to 30,000 applications from all fifty states and about 110 countries.

The state budget had not been received yet, but USC will have a little new fresh money in recurring funding for the University of South Carolina that will probably allow it to have a lower tuition increase than normally would have been needed. The university's budget loses pace just to inflation. There's a price index called HEPI (Higher Education Price Index) running at about 3.5%, so if a university gets no new money it's already 3.5% in the hole in terms of the future budget. Hopefully both the Senate and the House will agree to provide some level of recurring funding here in Columbia and to the entire system as well.

USC continues to advocate and lobby for the Higher Education Efficiency Act, that would allow universities, when they spend non-state allocated monies, to be able to do things like renovate or build buildings at the speed of business rather than at the speed of government.

We need government but there are too many layers of approval, redundant approval, by people who don't have the appropriate expertise really and don't have the most modern notions of things like borrowing and tax increment finance and many of the other things universities need to do and do them quickly. So even at the time that USC has been waiting for approval of its new campus village in the south part of campus, taking down Cliff apartments and Carolina Gardens and Bates and those older fifty-year old buildings to build a magnificent new campus village, in the time that they've been delayed just in not receiving appropriate state approval, interest rates are going up. And a small bump in an interest rate could mean hundreds of thousands or even millions of dollars to the university longer term.

Discover Day was on the 20th of April at the Convention Center, because there is nowhere on campus large enough to hold posters and other representations of student and faculty, collaborative research from the whole system. There were 1,022 presentations, mainly by poster, 322 faculty, graduate student and post-docs reviewers. USC's 2000 Rhodes scholarship winner Caroline Potter, who is now a faculty member at Oxford University, was the keynote speaker.

Two days before that was *Give for Garnet Day*, and it was wildly successful. The goal was a three million dollar day in over twenty hours and one minute (2001). USC took in 3,700,061 at the end so it was a very successful event. USC has never done that before and people don't want paper mail solicitations anymore they certainly don't want telephone calls asking for money and the refreshing part of it was that someone at nine in the morning could click on something or be reminded at ten and click on or at eleven twelve one throughout the day. He is happy that the

average gift received was rather small. It was a little over \$100.00 and the reason he's glad is it shows that the day embraced a lot of either new or young givers. They had seniors at USC targeted, and they could pay over the next year so they don't have to pay it right now. A lot of young alumni participated. So they're very grateful for the \$25.00, \$50.00, \$75.00, \$100.00, \$150.gifts. They did have some very major gifts with at least one over one hundred thousand dollars and quite a few between twenty-five and one hundred thousand dollars as well.

Dr. Pastides was particularly pleased that on the 21<sup>st</sup> of February USC unveiled the Richard T. Greener statue, thanks to the work of faculty in the College of Education and elsewhere and the graduate students who worked on the project. He encouraged faculty to walk between the Russell House and the Thomas Cooper Library to see this remarkable, tall, bronze figure of Richard T. Greener with spectacles and holding a book. The best thing about it is when he sees students and visitors pause and just look at it, and he loves the fact that one can add to an institution's history not necessarily by going back and changing things but by adding to the historical record. The statue coupled with two large and impressive bronze plaques on the Horseshoe that acknowledge the role that enslaved people had in building and serving this campus before emancipation continue to give him the chills. He wants to be a part of a university that acknowledges its history and accrues that acknowledgment in its physical symbols. USC will also be renovating a plaque by a large tree in front of the Russell House which had been dedicated by the African-American Students Association and the Division of Student Affairs. The wording on it will remain the same but it had gotten obfuscated over the years because it was on the ground near the tree and this one will be elevated like the other plaques are.

Asia Wilson will be graduating Saturday. She is a remarkable young woman who won every award, every national award and conference award, a women's collegiate basketball player could win. It's that simple period. On top of that she is a remarkable young woman graduating in a timely way, who participated in one of Pastides' diversity luncheons and doing community service when she had the time. A statue in her honor is under consideration.

USC has been named again by the Arbor Day Foundation as a Tree Campus USA. It's a program that honors universities for promoting helpful trees and engaging students and staff in tree conservation.

If you happen to watch the news about the national or even international events of the day, it's a heady time. The president assured the faculty that faculty and USC students are speaking and are concerned about the issues of the day. They want to be heard and they are heard, the faculty through Marco Valtorta and the students through wonderful new student body president, Taylor Wright, an African-American student from Charleston. Both ably represent the faculty and students on the Board of Trustees.

#### **4. Report of the Provost**

PROVOST JOAN GABEL- first addressed faculty hiring and retentions. USC has to this point hired 154 faculty of all different ranks and characteristics.

Her office participated in seventeen retentions as partners with either department chair or program director deemed as the case may be over the course of the year. There are probably many more than that that happened at the college level that the Office of the Provost did not need to become involved in or were not requested to become involved in depending on the circumstances.

For administrative news, under Cheryl Addy's leadership the Provost Office launched a department chair onboarding training this year for the first time. There were eight sessions this year that covered a variety of topics: faculty affairs, a sort of legal survival guide, HR issues, budget and then the last session of the year was opened up for all administrators who wanted to attend whether they were new or not and covered faculty behavior, incivility, HR, and a few other related topics. Her office will be reviewing that agenda over the summer and thinking about what to do for next year and certainly welcome faculty suggestions on what they think would be the most timely topics.

On internal grants, they had twenty-seven internal grant recipients across all of the categories. The Provost's Office's internal grants are different from the VPR's Aspire Grants. The Provost's Office grants cover pedagogy, visiting scholars, humanities, creative and performing arts and the social sciences. They had twenty four recipients of those grants this year and there's no expectation to change the program.

They gave the last round of the three-round compression raise commitment made by a previous Provost. The first round occurred before Gabel was here, a second round was put in place as she was arriving and then her office handled the third round in keeping with the original commitment and then they will pause and see where they are both from a data point of view in terms of where faculty salaries are, what happens from the state, etc., and determining what they would do in the future and with input from the faculty of course in anything that they decide to do down the road.

USC had its fifth year SACS review last year and received a perfect evaluation. She expressed thanks to everyone who was involved.

Regarding strategic planning, there is the roll out of the purposeful refresh of the Focus Carolina's strategic plan. It's been at its final phase for a while now, which is the board's review because it has gone through all of the campus review and deans review and the hope is that it will be on the agenda for the June board meeting. They should know that very soon and once it is voted in by the board, then faculty would start to see things change like the website. It may not fundamentally change how any faculty see their day to day lives operationally in their research or instruction but it would be more from a thirty thousand foot guide post. That's how they've designed it but soon that should be a guide post for USC's next chapter.

Her office has also been working on a new budget model for the university. A budget model is a way of allocating resources, a way of setting a roadmap for the distribution of resources. In the relatively distant past, ten years ago before the economic downturn, USC allocated resources based on what was nationally called RCM or Responsible Course Management, on this campus called the VCM or Values Course Management, that was based on credit hours generated. Nationally that model went away during the economic downturn and reverted almost to historical

budgeting where what was received as a unit was based on what it had received the year before with incremental changes based on aggregate expenses, increases in enrollment, decreases in enrollment, changes in the utilities bill, mandates from the state, etc., whatever was hitting the campus at any given time. It was a way in which under the president's leadership there resulted in no layoffs, no furloughs, etc., which was exceptional at the time and unusual. Now USC is in a slightly better situation - still resource constrained but not in crisis and so now the administration is refreshing the analysis and data that they use to do resource allocation.

They've had a committee working all year that has faculty representation on the committee, with a consultant using national best practices and the historical allocation model and there is a near final rough draft of a proposal. They would get to a model presumably over the summer in time for it to roll out next year but it rolls out in a parallel year; so nothing changes next year, the budget runs the way it's always run, but the other model will be running in the background so they could see what would have happened, what would happen, were USC to be under the new budget model so that they can fix any unintended consequences before it goes live. Assuming that the unintended consequences are manageable it would go live summer of 2019 for the subsequent fiscal year. All of which would be reported out regularly and Gabel will provide about it as they're going through the parallel cycle.

Most faculty don't have direct involvement in blueprints but the annual reporting process that the deans do has changed a lot in the last two years based on a new technology developed in-house using USC faculty and students, based on data provided by the Office of Institutional Research and Fiscal Data and the goals in the strategic plan so that now when a dean does his or her annual report it is based on data informed discussion about strategic decisions and goals. Gabel's view on data is that it's important and useful it helps inform decisions but that it needs to be overlain with a human element, an input and shared governance. But it's really nice to be able to start with the data and so that's what they've moved the annual reporting process to and those blueprints will all be up on the provost website sometime this summer. The last years are up if faculty want to see what this new template looks like. They're in the beta phase of the new template and will probably tweak it a little bit every year as these things go.

Center for Teaching Excellence has a new director, Dr. Augie Grant. He is off and running with summer organizational changes in his office, lots of new workshops and in particular he and his team launched the educational technology showcase a month ago now, a great showcase that took place over in the new law school with a very wide representation of people on campus, technology partners, potential partners, students and faculty and some outside experts all doing a day long presentation.

This was the first year for the Galen Fellows. The Galen Fellows Program is an arena of excellence that's pulled together all of the programs in the Health Sciences to create a pipeline all the way from incoming freshman ideally up through whatever terminal degree is required to go into the area, the professional area or research area. In its first year 455 came and they're all finishing their freshman year this year. David Simmons is the faculty principal of that group. The second arena is being launched which is called Rhodos Fellows, named for the Greek Island near where the oldest computer was discovered. The faculty principal for that group is Simon Tarr. They've been recruiting those students this year and they will come as freshmen next year.

Next year the university will have the Year of Creativity. This program was the president's brainchild but has been stewarded since his original ideation by David Cutler from the School of Music. It's a yearlong showcase of creative and innovative activity from across the campus. It's going to kick off later this month with two interlocking design challenge events; these events will examine strategies for complex problem solving in both career and life and there will be a design challenge team of USC colleagues who will collaborate to reshape our community. There's a prize associated with this \$20,000 and there's a website for the Year of Creativity that can be linked to off of the Provost website.

There will be a design thinking facilitation, deep dive train the trainer workshop that already thirty USC faculty and staff signed up for. This is in partnership with CTE and is all intended to be a pilot. Also the first year experience book is on creativity and it's called *A Beautiful Question*. The U101 students will do a creativity challenge this year and there will be other events throughout the year that will be promoting and announcing at these types of meetings, social media, emails, etc.

The Office of Diversity and Inclusion had the finding common ground forums this year. There were two in the fall - *Movement of Jah People*, *Bob Marley's Lyrical Genius* with a former colleague Dr. Kwame Dawes who came down from Nebraska. The spring forum was entitled *Celebrate Our Stories*, which featured the documentary work of three filmmakers anchored by the work of our own Denise McGill. There were dive in luncheons - the president hosted six lunches this year with approximately three hundred students attending. The Collaborative for Race and Reconciliation is ongoing, the Welcome Table is in its third year and it has a new leadership director Dr. Jennifer Gunter. To date USC has raised almost one hundred eighty thousand dollars in support of this work and ongoing events.

The president talked about the plaque installation and the Greener Memorial both of which happened this year and the campus climate survey has been done. Results will be reported on the website in the fall semester. The Council of Academic Diversity Officers has completed its first full year; Michelle Bryant from the College of Education is the chair of that group. Each unit should have someone at the associate dean level or equivalent who serves on that unit. They have engaged in a variety of activities to promote better coordination and to serve essentially as the executive committee to John Dozier. And they're now working with the CT on the development of a new diversity program for faculty, more details to come on that.

USC has several faculty affinity groups: the Black Faculty Caucus, the Jewish Faculty and Staff Association, the Queer Faculty and Staff Caucus, Latino Hispanic Faculty Caucus. These are self-run groups that the administration is happy to work with, facilitate, assist, support as appropriate, stay out of the way of as appropriate. There is no restriction or limitation on how you would want to develop an affinity group but if anyone has an affinity group in mind and would like to meet with the leadership of one of the other affinity groups, her office can connect them.

The Provost provided the tenure and promotion report. This year 104 people have gone through or are still going through the tenure and promotion process; that number includes twenty-nine

faculty who were promoted to professor in the most recent mid-year cycle with promotions effective January 1, 2018; three mid-year hires who are tenured and promoted to associate professor; one mid-year hire who is promoted to associate professor; three mid-year hire librarians who are awarded tenure. Currently there are fifty-six faculty from the Columbia campus and nine from the Palmetto College campuses going through the tenure and promotion process, which will be finalized with the Board of Trustees June meeting. The final report on those decisions will be part of the fall report to the faculty. There were also nineteen non-tenure track faculty promotions approved over the academic year and approvals for forty-one family friendly requests for either modified duties or tenure clock extensions.

The Provost reported the faculty award winners for 2018. Outstanding Undergraduate Research Mentor award went to Maximillian Krusetch, Edward D'Antonio and Douglas Pittman. The Chris P. Plyler Excellence and Service award went to Ray McManus from the USC Sumter campus. The John Jay Duffy Excellence in Teaching award went to Shelley Jones from extended University. The Denise R. Shaw Excellence and Scholarship award went to Christine Reinhart from USC Union. The University of South Carolina Integrity award went to Dr. Allison Anders. The John Gardner Inspirational Faculty award went to Dr. Joe Jones. The Ada B. Thomas Outstanding Faculty Advisor award went to Dr. Donna Chen. The Ada B. Thomas Outstanding Staff Advisor award went to Dr. Amanda Ziegler. The Russell Award for Research in Science, Mathematics and Engineering went to Timothy Russo. The Educational Foundation Award for research in Health Sciences went to Angela Lias. The Educational Foundation Award for Research and Science, Mathematics and Engineering went to Dr. Brian Beneschwich. The Educational Foundation Award for Outstanding Faculty Service went to Shane Barlow. The Carolina Trustees Professorships went to Dr. Kiersten Tao, Dr. Tom Boat and Dr. Yim Jee. The Clinical Practice Teaching Award went to Dr. Karen Worth and Dr. Brian Keisler. The Michael J. Mungo Undergraduate Teaching Award went to Dr. Camillia Knapp, Dr. Brad Epperly, Dr. Evan Meaning and Dr. Carlina De La Cova. The Michael J. Mungo Graduate Teaching Award went to Dr. Richard Adams and the Michael J. Mungo Distinguished Professor of the year was Dr. Bradford Collins.

MARK COOPER (Chair-Elect) asked how the new budget model would affect branch campuses.

PROVOST GABEL- replied they don't have the answer yet. This is something that they're working on over the summer, trying to decide whether they would develop the branch campus model now or later. There ultimately will be one large overarching budget but the rollout and timing and sequence are to be determined.

CHAIR VALTORTA- asked if Gabel could speak on the Excellence Initiative.

PROVOST GABEL – They received 130 applications from faculty and administrators for different types of projects. The faculty committee chaired by Dean Steve Cutler reviewed proposals and actually designed the framework for the submission of those proposals, the idea being that this would be a ground up excellence initiative rather than a top down excellence initiative. In that, they would learn the most about what it was that made USC excellent as a university in its distinctive unique way. Around twenty-five to thirty were invited to continue to phase two. In different ways some were invited simply to submit for phase two and some were

invited to reach out to others who submitted overlapping or synergistic topic areas to look for ways to collaborate to move forward to phase two. No one was required to collaborate but it was encouraged because the resources can go a lot further when there are similar topics receiving shared funding and it can leverage the brainpower and intellectual contribution of USC scholars and innovators. Those proposals are under review and the committee will make recommendations first to the provost and the president and then they will recommend to the board for ultimate funding.

(Unidentified speaker) asked if there will be a list of those being considered.

PROVOST GABEL: They never guaranteed the submitters that there would be confidentiality and that it would be a closed review but they also didn't tell people that they would be posting their names either. Some people have asked who has been invited to continue. Her feeling is USC is a public institution and ultimately if somebody wants to know they're going to answer the question. Her preference originally was to respect people's confidentiality because if they're invited or if they're not invited to continue or if they're invited to phase two and are ultimately funded they may not want the whole world to know that. But if there is for some reason concern by the faculty that they would need to know who submitted and who is invited in order to ask follow up questions and that is formally submitted to her office as a request they would provide that information.

(Unidentified speaker) asked if there would be another call for submissions.

PROVOST GABEL: It depends on how much money is have left. They received requests for far more than they had available.

## **5. Report of Faculty Senate**

CHAIR VALTORTA- The Faculty Senate represents the body of the faculty. It met seven times during the academic year - four in the fall and three in the spring.

The minutes and the video transcriptions of the meetings together with attachments are on the Faculty Senate website at [www.sc.edu/faculty](http://www.sc.edu/faculty). Minutes and transcripts of the general faculty meetings are there as well.

The meetings begin with presentations by invited guests. Topics this past year include living and learning communities, student athletes, teaching as a clinical assistant professor, student health services, university ombudsman, open educational resources, undergraduate advisement, student-faculty lunches, the honor code and guns on campus.

Then the president, when present, and the provost present reports and take questions very much as it is was done today. Many find the reports and the questions and answers informative and substantial.

The business of the Senate is a key contribution to university governance. Much of this business happens in faculty committees. There are nineteen committees listed by name in the faculty



manual. Committees that report frequently include curricula and courses, instructional development, faculty welfare and information technology.

The Faculty also work on committees that do not report to the Senate such as the Policy Advisory Committee.

Some of the issues that were taken up in committee and reported to the Senate include parking, faculty summer salaries, and the collegiality lunch program. Additionally, faculty of the School of Public Health, Darla Moore School of Business, and School of Music who park in the Discovery Garage can ask their deans for a permit that allows them to park there even during a special event at no cost. This is on a need basis. The late Russ Meekins came up with that solution.

A committee was created to review issues related to evaluation promotion and retention guidelines of non-tenure track faculty at the university. It had its first meeting in April.

Senators often take the floor of the Senate for announcements and in fact any faculty member can make an announcement for the good of the order at the Senate meeting and, less often, to propose new business. In fact a major item of new business was proposed and voted on and accepted in the March meeting, on ways to improve attendance by senators and to better advertise the relevance of the Senate. This debate took place in the April meeting and no action has yet been taken.

The chair of the Faculty Senate represents the faculty at the board of trustees meetings. As the president mentioned the board of trustees represents the state and delegates some authority to the faculty, as specified in the faculty manual. He attended eleven meetings of the board or its committees.

The Senate chair does not have the right to vote but has the right to attend board meetings including most executive sessions.

There is work underway to amend the bylaws of the board of trustees. Some of this impacts faculty representation. They are following that very closely. There is a change in the bylaws that would also result in using the phrase “comprehensive universities” to describe the other campuses.

The chair of the faculty senate participates in commencement and new student convocation ceremonies and interacts informally with the student body president. Occasionally the chair of Faculty Senate connects with other chairs of faculty senates across the country. For example recently he participated in a survey on faculty budgets organized by the president of the University of Tennessee faculty senate. The results show that we are a lean operation and in line with six other respondents: Tennessee, Auburn, Clemson, Mississippi State, Louisiana State and Wisconsin. This report will be on the website.

Also the Faculty Senate chair works with chairs of senate assemblies at other USC campuses and with the state chapter of the American Association of University Professors.

At the April Senate meeting Professor Mark Cooper was elected Chair-Elect. He will serve as Chair-Elect 2018-2019, as Chair from 2019-2021, and as Past Chair from 2021-2022. It is a four year commitment. The rationale for this is to always have two chairs working together.

If a former faculty member dies please contact the Faculty Senate office. They have the ability to send flowers or a donation and the Chair will attend the funeral if possible.

Announcements of special events are welcome during the good of the order at the Senate meetings. Earlier today Valtorta gave a little bit of a pep talk at the beginning of UCTP orientation for candidates.

Ballots for UCTP membership have been sent out. Please fill it out and return it to the Faculty Senate office. The next Faculty Senate meeting is June 6<sup>th</sup> at 3pm.

#### **6. Old business**

There was no old business.

#### **7. New business.**

There was no new business.

#### **8. Good of the order**

There was nothing for the good of the order.

#### **9. Adjournment**

A motion to adjourn was seconded and passed.

The next meeting of the General Faculty will be Wednesday, September 5, 2018, at 3pm in Gambrell 153.